



## CITY OF SAN JOSÉ, CALIFORNIA

200 East Santa Clara Street  
San José, California 95113  
Telephone (408) 535-1265  
FAX (408) 292-6207

### CIVIL SERVICE COMMISSION

Bill Brill, Chair  
Sharon L. Hightower, Vice Chair  
Dave Busse  
Richard J. Giovannetti  
Leon Louie

## SYNOPSIS CIVIL SERVICE COMMISSION

TO ARRANGE AN ACCOMMODATION UNDER THE AMERICANS WITH DISABILITIES ACT TO PARTICIPATE IN THIS PUBLIC MEETING, PLEASE CALL (408) 535-1265 OR (408) 294-9337 (TTY) AT LEAST 48 HOURS BEFORE THE MEETING.

**New City Hall, 200 East Santa Clara Street**  
**4:00 p.m. City Council Chambers February 2, 2006**

## ORDER OF BUSINESS

### ROLL CALL

Present: Commissioners Busse, Giovannetti, Louie and Brill  
Commissioner Hightower

### ORDERS OF THE DAY UNANIMOUSLY ADOPTED AS AMENDED

Commission Chair Brill noted that Item #4a would not be heard as the appellant has withdrawn his appeal of suspension and also noted correspondence received from Cameron Cleland requesting Item #9 be deferred until 5:30 p.m. so his attorney can be present.

### CONSENT CALENDAR UNANIMOUSLY ADOPTED AS AMENDED

Commissioner Busse asked that the minutes of November 28, 2006 reflect that he was not absent from the hearing but had recused himself.

1. Information Only
  - a. Hiring Summary – Memorandum from Employee Services Department (ES) dated January 25, 2006 listing complaints about hiring issues and a summary of hiring activity for the period July 1, 2005 through December 31, 2005, was filed.

2. Minutes of November 28, 2005 and December 1, 2005, were approved with the correction to the minutes of November 28, 2005 reflecting that Commissioner Busse was not absent but recused himself from participating in the hearing.
3. Employee Services Report dated January 25, 2006 listing the following amendments to the classification plan was filed.
  - 1) Deletions
    - a) Sanitary Engineer (5235)
    - b) Engineer I (3817)
    - c) Engineer II (3818)
    - d) Associate Engineer (3819)
    - e) Systems & Network Coordination Supervisor (1358)
    - f) Data Processing Control Clerk (1322)
    - g) Facility Crew Supervisor (3225)

#### **END OF CONSENT CALENDAR**

4. Hearings scheduled:
  - a. The appeal of suspension of Craig Norman, Animal Behaviorist (3259) was withdrawn by appellant. (Nishigaya/Norman)
  - b. The appeal of salary reduction of Dean Zeisbrich, Associate Construction Inspector (3771) was deferred to March 2, 2006. Written time waiver filed. (Hutchins/Zeisbrich)
  - c. The appeal of suspension of Kenneth Jones, Groundsworker (3411) was scheduled for April 10, 2006 at 6:30 p.m. Chair Brill noted that all parties will participate in a prehearing telephone conference call with Presiding Officer Hightower one week prior to the hearing date. Written time waiver filed. (Nishigaya/Pope)
5. Michael Brady's request to appeal performance rating was deferred to March 2, 2006.
6. Farid Shahrivar's request to appeal denial of Outside Work Permit was denied.
7. Complaint of Ken Archdeacon about hiring process for Supervising Traffic Signal Technician vacancy in the Public Works Department, alleging there was favoritism involved in the selection. The Commission noted and filed the complaint.
8. Quarterly verbal report of the Employment Oversight Committee (EOC). Employee Services Administrative Manager Sarah Nunes reported that the Committee discussed issues relating to improving the internal employee transfer process by making it a practice to notify all qualified candidate groups by letter of openings and also by posting on the website.

9. Subcommittee report on investigation into City's possible violation of City Policy Manual Section 4.01 relating to probationary periods within the Information Technology Department (Continued from December 1, 2005) and recent letter received from Information Technology employee Robert York. Discussion of the subcommittee investigation findings was continued to March 2, 2006 to allow additional input from stakeholders, City staff and Commissioners. (Continued to March 2, 2006)

## **ORAL PETITIONS**

There were none.

**ADJOURNED** at 5:52 p.m.